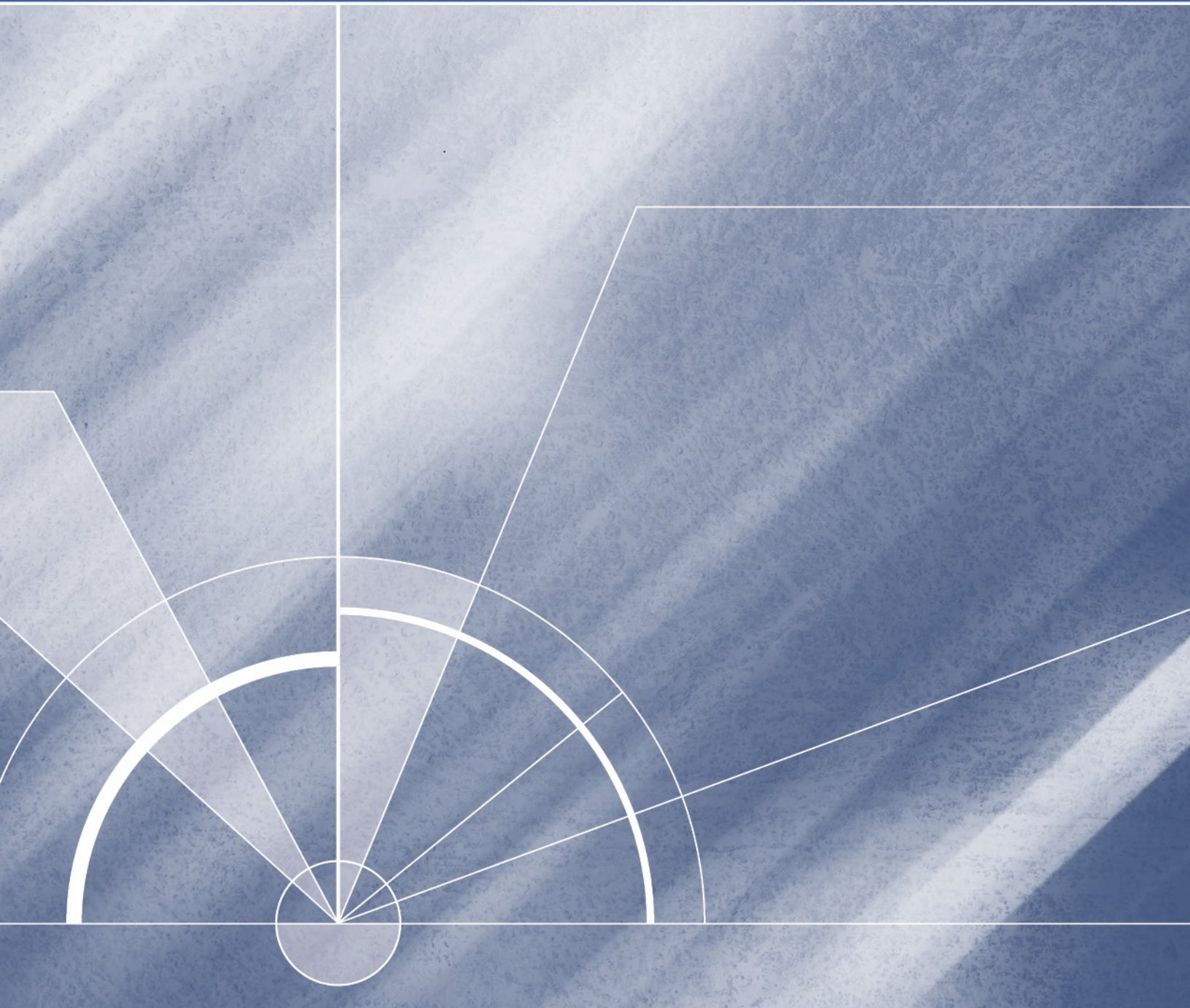


2017

Federal Employee Viewpoint Survey *Empowering Employees. Inspiring Change.*

Sexual Orientation
and Gender Identity
Comparison Report

Environmental Protection Agency



Environmental Protection Agency

Sexual Orientation and Gender Identity Comparison Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results by demographics for your agency, including comparisons to governmentwide results.

Response Summary

	Surveys Completed
Governmentwide	486,105
Environmental Protection Agency	9,414
Heterosexual or Straight	6,959
Gay, Lesbian, Bisexual, or Transgender	367
I prefer not to say	1,249

Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree" or "Very Satisfied and Satisfied" or "Very Good and Good"*

Neutral: *"Neither Agree nor Disagree" or "Neither Satisfied nor Dissatisfied" or "Fair"*

Negative: *"Disagree and Strongly Disagree" or "Dissatisfied and Very Dissatisfied" or "Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow exclude results for any demographic category that did not have at least 10 respondents answer the question.

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
Environmental Protection Agency	9,390	69.9%	14.6%	15.5%
Heterosexual or Straight	6,947	72.9%	13.8%	13.3%
Gay, Lesbian, Bisexual, or Transgender	367	71.7%	11.1%	17.2%
I prefer not to say	1,247	56.9%	19.0%	24.2%

Environmental Protection Agency

Sexual Orientation and Gender Identity Comparison Report

My Work Experience (continued)

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
Environmental Protection Agency	9,368	72.3%	13.8%	13.9%
Heterosexual or Straight	6,927	75.3%	12.8%	11.9%
Gay, Lesbian, Bisexual, or Transgender	364	69.8%	13.3%	16.9%
I prefer not to say	1,246	61.4%	17.1%	21.5%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
Environmental Protection Agency	9,323	67.3%	15.6%	17.1%
Heterosexual or Straight	6,901	70.0%	15.3%	14.7%
Gay, Lesbian, Bisexual, or Transgender	360	67.0%	11.6%	21.5%
I prefer not to say	1,238	57.0%	18.0%	25.1%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
Environmental Protection Agency	9,369	76.4%	12.6%	11.0%
Heterosexual or Straight	6,936	79.0%	11.7%	9.3%
Gay, Lesbian, Bisexual, or Transgender	365	74.3%	13.5%	12.2%
I prefer not to say	1,240	67.1%	15.1%	17.8%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Environmental Protection Agency	9,318	84.1%	10.1%	5.8%
Heterosexual or Straight	6,898	85.8%	9.3%	4.9%
Gay, Lesbian, Bisexual, or Transgender	363	84.0%	9.0%	7.0%
I prefer not to say	1,233	78.9%	12.2%	8.9%

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
Environmental Protection Agency	9,317	80.1%	11.0%	8.9%
Heterosexual or Straight	6,897	82.6%	10.0%	7.3%
Gay, Lesbian, Bisexual, or Transgender	362	76.5%	11.7%	11.8%
I prefer not to say	1,239	71.2%	14.0%	14.8%

Environmental Protection Agency

Sexual Orientation and Gender Identity Comparison Report

My Work Experience (continued)

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
Environmental Protection Agency	9,372	96.4%	2.3%	1.4%
Heterosexual or Straight	6,929	97.1%	1.8%	1.1%
Gay, Lesbian, Bisexual, or Transgender	364	95.0%	3.7%	1.3%
I prefer not to say	1,248	93.6%	3.9%	2.6%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
Environmental Protection Agency	9,345	90.8%	7.5%	1.7%
Heterosexual or Straight	6,913	91.4%	7.2%	1.4%
Gay, Lesbian, Bisexual, or Transgender	362	89.2%	7.6%	3.2%
I prefer not to say	1,241	88.4%	9.1%	2.5%

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
Environmental Protection Agency	9,366	39.9%	17.0%	43.1%	16
Heterosexual or Straight	6,930	42.6%	17.0%	40.4%	7
Gay, Lesbian, Bisexual, or Transgender	365	33.6%	14.3%	52.1%	2
I prefer not to say	1,244	29.7%	16.8%	53.6%	1

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
Environmental Protection Agency	9,346	57.5%	17.4%	25.1%	12
Heterosexual or Straight	6,919	60.2%	16.8%	23.0%	3
Gay, Lesbian, Bisexual, or Transgender	363	54.4%	14.1%	31.5%	3
I prefer not to say	1,241	48.1%	19.0%	33.0%	3

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
Environmental Protection Agency	9,220	60.7%	16.7%	22.6%	31
Heterosexual or Straight	6,823	63.8%	16.2%	19.9%	21
Gay, Lesbian, Bisexual, or Transgender	362	59.5%	16.0%	24.5%	2
I prefer not to say	1,223	49.5%	18.0%	32.4%	6

Environmental Protection Agency

Sexual Orientation and Gender Identity Comparison Report

My Work Experience (continued)

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
Environmental Protection Agency	9,309	82.3%	9.5%	8.1%	47
Heterosexual or Straight	6,887	83.9%	9.0%	7.1%	31
Gay, Lesbian, Bisexual, or Transgender	364	81.7%	8.0%	10.3%	0
I prefer not to say	1,236	75.3%	12.1%	12.7%	9

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
Environmental Protection Agency	9,270	90.6%	6.5%	2.9%	27
Heterosexual or Straight	6,872	91.9%	5.7%	2.3%	12
Gay, Lesbian, Bisexual, or Transgender	356	91.7%	5.8%	2.4%	3
I prefer not to say	1,220	86.3%	8.7%	5.0%	9

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
Environmental Protection Agency	9,325	72.7%	12.7%	14.6%	24
Heterosexual or Straight	6,907	74.7%	12.0%	13.3%	12
Gay, Lesbian, Bisexual, or Transgender	362	69.8%	12.8%	17.4%	2
I prefer not to say	1,233	64.7%	14.2%	21.2%	6

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
Environmental Protection Agency	9,288	75.3%	12.9%	11.8%	89
Heterosexual or Straight	6,875	77.7%	11.9%	10.4%	59
Gay, Lesbian, Bisexual, or Transgender	365	76.3%	12.1%	11.6%	2
I prefer not to say	1,232	66.3%	15.6%	18.0%	12

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
Environmental Protection Agency	9,319	86.2%	9.9%	3.9%	25
Heterosexual or Straight	6,902	87.9%	8.8%	3.2%	11
Gay, Lesbian, Bisexual, or Transgender	364	83.8%	10.7%	5.5%	1
I prefer not to say	1,233	80.4%	13.2%	6.5%	6

Environmental Protection Agency

Sexual Orientation and Gender Identity Comparison Report

My Work Experience (continued)

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
Environmental Protection Agency	8,645	64.0%	19.0%	17.1%	686
Heterosexual or Straight	6,422	66.7%	18.7%	14.6%	481
Gay, Lesbian, Bisexual, or Transgender	336	64.7%	13.6%	21.7%	26
I prefer not to say	1,135	52.9%	19.4%	27.7%	106

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
Environmental Protection Agency	9,269	51.1%	24.4%	24.5%	95
Heterosexual or Straight	6,876	54.1%	23.8%	22.1%	54
Gay, Lesbian, Bisexual, or Transgender	359	52.1%	19.5%	28.4%	4
I prefer not to say	1,221	38.9%	27.4%	33.7%	20

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
Environmental Protection Agency	9,233	65.4%	15.2%	19.4%	169
Heterosexual or Straight	6,831	67.8%	14.5%	17.7%	123
Gay, Lesbian, Bisexual, or Transgender	361	66.7%	13.1%	20.2%	5
I prefer not to say	1,225	56.1%	17.7%	26.2%	22

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
Environmental Protection Agency	9,400	83.2%	9.5%	7.3%
Heterosexual or Straight	6,951	84.9%	8.8%	6.3%
Gay, Lesbian, Bisexual, or Transgender	367	84.4%	8.5%	7.1%
I prefer not to say	1,247	76.7%	12.2%	11.1%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
Environmental Protection Agency	9,054	42.6%	21.7%	35.6%	331
Heterosexual or Straight	6,717	44.6%	22.2%	33.3%	223
Gay, Lesbian, Bisexual, or Transgender	356	41.6%	16.7%	41.7%	10
I prefer not to say	1,187	34.7%	20.6%	44.7%	60

Environmental Protection Agency

Sexual Orientation and Gender Identity Comparison Report

My Work Unit (continued)

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
Environmental Protection Agency	8,519	42.1%	27.7%	30.1%	840
Heterosexual or Straight	6,326	44.1%	27.8%	28.0%	599
Gay, Lesbian, Bisexual, or Transgender	336	42.7%	25.2%	32.1%	27
I prefer not to say	1,124	34.4%	26.5%	39.1%	118

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
Environmental Protection Agency	8,029	31.6%	31.3%	37.1%	1,338
Heterosexual or Straight	5,934	32.8%	31.4%	35.7%	996
Gay, Lesbian, Bisexual, or Transgender	316	29.1%	30.6%	40.4%	51
I prefer not to say	1,078	27.5%	29.7%	42.8%	168

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
Environmental Protection Agency	8,497	39.5%	28.8%	31.6%	872
Heterosexual or Straight	6,311	41.9%	28.5%	29.5%	624
Gay, Lesbian, Bisexual, or Transgender	329	39.1%	26.0%	34.9%	35
I prefer not to say	1,128	30.3%	30.5%	39.1%	117

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
Environmental Protection Agency	8,309	50.1%	24.2%	25.7%	1,029
Heterosexual or Straight	6,184	52.6%	23.8%	23.6%	729
Gay, Lesbian, Bisexual, or Transgender	324	49.8%	26.4%	23.8%	41
I prefer not to say	1,088	40.6%	23.9%	35.6%	150

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
Environmental Protection Agency	9,296	79.9%	10.7%	9.5%	46
Heterosexual or Straight	6,882	81.2%	10.2%	8.6%	33
Gay, Lesbian, Bisexual, or Transgender	363	81.4%	9.7%	8.9%	3
I prefer not to say	1,235	74.3%	12.4%	13.3%	4

Environmental Protection Agency

Sexual Orientation and Gender Identity Comparison Report

My Work Unit (continued)

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
Environmental Protection Agency	8,893	57.3%	28.8%	13.9%	474
Heterosexual or Straight	6,606	59.1%	28.2%	12.7%	323
Gay, Lesbian, Bisexual, or Transgender	347	59.3%	22.2%	18.4%	20
I prefer not to say	1,173	50.7%	29.8%	19.5%	75

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
Environmental Protection Agency	9,385	90.6%	7.9%	1.5%
Heterosexual or Straight	6,952	91.7%	6.9%	1.3%
Gay, Lesbian, Bisexual, or Transgender	367	91.0%	8.0%	1.1%
I prefer not to say	1,245	85.8%	12.1%	2.1%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
Environmental Protection Agency	9,092	75.4%	14.5%	10.1%	174
Heterosexual or Straight	6,810	77.9%	13.5%	8.6%	107
Gay, Lesbian, Bisexual, or Transgender	363	73.2%	14.0%	12.9%	4
I prefer not to say	1,206	64.4%	19.1%	16.4%	35

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
Environmental Protection Agency	8,995	48.0%	23.3%	28.6%	281
Heterosexual or Straight	6,706	50.9%	23.5%	25.7%	217
Gay, Lesbian, Bisexual, or Transgender	361	48.0%	17.4%	34.6%	5
I prefer not to say	1,207	38.0%	22.6%	39.3%	38

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
Environmental Protection Agency	9,075	60.3%	20.5%	19.2%	209
Heterosexual or Straight	6,785	63.3%	19.8%	16.9%	148
Gay, Lesbian, Bisexual, or Transgender	362	59.2%	19.4%	21.3%	4
I prefer not to say	1,204	48.9%	23.5%	27.6%	38

Environmental Protection Agency

Sexual Orientation and Gender Identity Comparison Report

My Agency (continued)

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
Environmental Protection Agency	8,918	49.3%	26.5%	24.2%	326
Heterosexual or Straight	6,662	52.2%	26.6%	21.3%	236
Gay, Lesbian, Bisexual, or Transgender	350	50.0%	21.8%	28.2%	15
I prefer not to say	1,193	37.9%	26.6%	35.5%	47

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
Environmental Protection Agency	8,322	22.8%	31.7%	45.5%	939
Heterosexual or Straight	6,230	24.3%	32.6%	43.1%	683
Gay, Lesbian, Bisexual, or Transgender	339	21.6%	30.2%	48.2%	28
I prefer not to say	1,098	18.2%	27.4%	54.4%	143

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
Environmental Protection Agency	8,690	63.8%	22.4%	13.8%	575
Heterosexual or Straight	6,528	65.3%	21.4%	13.3%	394
Gay, Lesbian, Bisexual, or Transgender	346	63.7%	22.2%	14.1%	20
I prefer not to say	1,142	59.1%	25.2%	15.8%	98

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
Environmental Protection Agency	9,120	84.6%	10.4%	4.9%	160
Heterosexual or Straight	6,823	86.6%	9.3%	4.1%	109
Gay, Lesbian, Bisexual, or Transgender	362	83.6%	8.8%	7.6%	4
I prefer not to say	1,210	77.6%	14.3%	8.1%	34

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
Environmental Protection Agency	9,158	84.7%	11.1%	4.2%	89
Heterosexual or Straight	6,856	86.7%	9.7%	3.6%	56
Gay, Lesbian, Bisexual, or Transgender	355	81.9%	12.4%	5.7%	2
I prefer not to say	1,227	78.6%	14.8%	6.6%	16

Environmental Protection Agency

Sexual Orientation and Gender Identity Comparison Report

My Agency (continued)

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
Environmental Protection Agency	8,570	57.2%	21.6%	21.3%	693
Heterosexual or Straight	6,437	59.7%	21.4%	18.9%	481
Gay, Lesbian, Bisexual, or Transgender	340	66.4%	13.6%	20.0%	25
I prefer not to say	1,132	45.6%	22.9%	31.5%	113

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
Environmental Protection Agency	8,226	72.3%	16.9%	10.8%	1,011
Heterosexual or Straight	6,213	74.5%	15.9%	9.6%	690
Gay, Lesbian, Bisexual, or Transgender	323	76.2%	13.6%	10.1%	39
I prefer not to say	1,066	61.1%	21.9%	16.9%	174

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
Environmental Protection Agency	9,143	72.4%	15.8%	11.8%	128
Heterosexual or Straight	6,846	74.8%	14.7%	10.5%	82
Gay, Lesbian, Bisexual, or Transgender	362	68.9%	15.4%	15.7%	5
I prefer not to say	1,214	63.4%	20.1%	16.4%	27

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
Environmental Protection Agency	9,270	66.7%	18.4%	14.9%
Heterosexual or Straight	6,936	69.8%	17.5%	12.7%
Gay, Lesbian, Bisexual, or Transgender	366	65.8%	16.9%	17.3%
I prefer not to say	1,241	54.0%	22.3%	23.6%

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
Environmental Protection Agency	8,438	41.3%	27.5%	31.2%	857
Heterosexual or Straight	6,343	44.3%	27.5%	28.2%	608
Gay, Lesbian, Bisexual, or Transgender	333	41.0%	25.7%	33.2%	33
I prefer not to say	1,117	30.0%	27.4%	42.6%	129

Environmental Protection Agency

Sexual Orientation and Gender Identity Comparison Report

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
Environmental Protection Agency	9,239	88.8%	6.4%	4.7%	46
Heterosexual or Straight	6,927	90.3%	5.6%	4.1%	26
Gay, Lesbian, Bisexual, or Transgender	364	86.7%	7.8%	5.5%	2
I prefer not to say	1,238	83.6%	9.2%	7.1%	9

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
Environmental Protection Agency	9,230	76.2%	12.7%	11.0%	35
Heterosexual or Straight	6,919	78.3%	12.0%	9.7%	19
Gay, Lesbian, Bisexual, or Transgender	361	82.1%	9.0%	8.9%	4
I prefer not to say	1,236	68.0%	15.8%	16.2%	6

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
Environmental Protection Agency	9,169	72.4%	14.7%	13.0%	58
Heterosexual or Straight	6,876	74.7%	13.3%	11.9%	32
Gay, Lesbian, Bisexual, or Transgender	361	73.4%	13.7%	12.9%	3
I prefer not to say	1,228	63.4%	19.7%	16.9%	14

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
Environmental Protection Agency	8,393	76.2%	17.7%	6.0%	851
Heterosexual or Straight	6,363	77.8%	16.6%	5.6%	560
Gay, Lesbian, Bisexual, or Transgender	338	77.1%	16.8%	6.1%	28
I prefer not to say	1,084	68.8%	23.6%	7.6%	157

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
Environmental Protection Agency	9,202	68.8%	17.6%	13.6%	39
Heterosexual or Straight	6,911	71.1%	16.3%	12.7%	17
Gay, Lesbian, Bisexual, or Transgender	361	68.8%	18.0%	13.2%	3
I prefer not to say	1,227	60.9%	22.0%	17.1%	10

Environmental Protection Agency

Sexual Orientation and Gender Identity Comparison Report

My Supervisor (continued)

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
Environmental Protection Agency	9,124	75.6%	13.9%	10.4%	137
Heterosexual or Straight	6,858	77.9%	12.8%	9.3%	79
Gay, Lesbian, Bisexual, or Transgender	361	79.2%	9.7%	11.1%	6
I prefer not to say	1,214	64.8%	20.3%	14.9%	29

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
Environmental Protection Agency	9,278	84.7%	7.9%	7.4%
Heterosexual or Straight	6,950	86.3%	7.1%	6.5%
Gay, Lesbian, Bisexual, or Transgender	367	86.4%	7.9%	5.7%
I prefer not to say	1,248	77.9%	10.9%	11.3%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
Environmental Protection Agency	9,257	87.4%	6.8%	5.8%
Heterosexual or Straight	6,937	88.9%	6.0%	5.1%
Gay, Lesbian, Bisexual, or Transgender	363	87.1%	7.2%	5.7%
I prefer not to say	1,243	81.7%	9.9%	8.4%

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
Environmental Protection Agency	9,256	91.7%	4.6%	3.7%
Heterosexual or Straight	6,937	92.5%	4.2%	3.3%
Gay, Lesbian, Bisexual, or Transgender	366	92.1%	4.2%	3.6%
I prefer not to say	1,244	87.9%	6.2%	5.8%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
Environmental Protection Agency	9,258	76.2%	12.8%	11.1%
Heterosexual or Straight	6,936	78.4%	11.5%	10.2%
Gay, Lesbian, Bisexual, or Transgender	367	79.1%	11.4%	9.5%
I prefer not to say	1,246	67.8%	17.4%	14.8%

Environmental Protection Agency

Sexual Orientation and Gender Identity Comparison Report

My Supervisor (continued)

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
Environmental Protection Agency	9,269	79.7%	12.8%	7.5%
Heterosexual or Straight	6,949	81.3%	11.9%	6.8%
Gay, Lesbian, Bisexual, or Transgender	367	80.8%	12.4%	6.8%
I prefer not to say	1,246	73.2%	16.0%	10.8%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
Environmental Protection Agency	9,041	38.7%	23.1%	38.2%	191
Heterosexual or Straight	6,813	41.0%	23.3%	35.7%	133
Gay, Lesbian, Bisexual, or Transgender	360	37.9%	18.0%	44.1%	6
I prefer not to say	1,220	29.9%	22.9%	47.3%	28

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
Environmental Protection Agency	8,575	49.1%	22.4%	28.5%	633
Heterosexual or Straight	6,497	51.0%	22.4%	26.6%	432
Gay, Lesbian, Bisexual, or Transgender	342	48.9%	16.7%	34.4%	23
I prefer not to say	1,141	41.1%	23.1%	35.8%	102

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
Environmental Protection Agency	8,628	72.8%	17.0%	10.2%	547
Heterosexual or Straight	6,553	74.6%	16.4%	9.0%	357
Gay, Lesbian, Bisexual, or Transgender	346	74.1%	13.8%	12.1%	16
I prefer not to say	1,119	64.7%	20.2%	15.2%	120

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
Environmental Protection Agency	9,055	65.2%	19.1%	15.7%	121
Heterosexual or Straight	6,836	68.1%	18.5%	13.4%	76
Gay, Lesbian, Bisexual, or Transgender	356	64.5%	15.3%	20.2%	7
I prefer not to say	1,216	53.3%	22.1%	24.5%	26

Environmental Protection Agency

Sexual Orientation and Gender Identity Comparison Report

Leadership (continued)

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
Environmental Protection Agency	8,506	66.8%	21.1%	12.1%	656
Heterosexual or Straight	6,477	69.0%	20.8%	10.2%	424
Gay, Lesbian, Bisexual, or Transgender	334	66.6%	18.2%	15.3%	31
I prefer not to say	1,108	56.4%	23.0%	20.6%	128

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
Environmental Protection Agency	8,890	60.3%	20.1%	19.5%	292
Heterosexual or Straight	6,718	63.2%	19.7%	17.1%	199
Gay, Lesbian, Bisexual, or Transgender	357	56.7%	19.5%	23.8%	9
I prefer not to say	1,190	49.1%	22.1%	28.8%	51

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
Environmental Protection Agency	8,915	65.0%	19.2%	15.8%	275
Heterosexual or Straight	6,740	67.9%	18.4%	13.7%	179
Gay, Lesbian, Bisexual, or Transgender	355	60.3%	20.4%	19.3%	11
I prefer not to say	1,193	53.9%	22.4%	23.7%	49

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
Environmental Protection Agency	8,847	68.1%	20.1%	11.8%	357
Heterosexual or Straight	6,691	70.4%	19.3%	10.3%	245
Gay, Lesbian, Bisexual, or Transgender	351	65.8%	18.8%	15.4%	16
I prefer not to say	1,191	58.4%	23.4%	18.2%	57

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
Environmental Protection Agency	9,030	48.2%	21.7%	30.1%	167
Heterosexual or Straight	6,830	50.6%	21.4%	28.0%	109
Gay, Lesbian, Bisexual, or Transgender	363	46.9%	13.1%	39.9%	4
I prefer not to say	1,211	39.7%	23.5%	36.8%	33

Environmental Protection Agency

Sexual Orientation and Gender Identity Comparison Report

Leadership (continued)

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
Environmental Protection Agency	7,922	63.3%	23.9%	12.7%	1,285
Heterosexual or Straight	6,036	65.1%	23.3%	11.6%	906
Gay, Lesbian, Bisexual, or Transgender	304	60.5%	22.5%	17.0%	63
I prefer not to say	1,047	55.5%	27.2%	17.3%	201

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
Environmental Protection Agency	9,182	56.8%	21.2%	22.0%
Heterosexual or Straight	6,939	60.0%	20.5%	19.5%
Gay, Lesbian, Bisexual, or Transgender	367	55.4%	21.1%	23.5%
I prefer not to say	1,244	45.5%	23.1%	31.5%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
Environmental Protection Agency	9,178	54.2%	21.1%	24.7%
Heterosexual or Straight	6,936	57.6%	20.5%	21.9%
Gay, Lesbian, Bisexual, or Transgender	365	54.1%	15.3%	30.6%
I prefer not to say	1,243	42.5%	22.9%	34.6%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
Environmental Protection Agency	9,151	58.8%	20.9%	20.3%
Heterosexual or Straight	6,918	61.5%	20.1%	18.4%
Gay, Lesbian, Bisexual, or Transgender	364	57.5%	18.7%	23.8%
I prefer not to say	1,238	48.9%	23.3%	27.8%

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
Environmental Protection Agency	9,144	39.4%	27.6%	33.0%
Heterosexual or Straight	6,913	41.6%	27.3%	31.1%
Gay, Lesbian, Bisexual, or Transgender	365	39.1%	21.7%	39.2%
I prefer not to say	1,241	31.3%	29.7%	39.0%

Environmental Protection Agency

Sexual Orientation and Gender Identity Comparison Report

My Satisfaction (continued)

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
Environmental Protection Agency	9,147	33.5%	31.7%	34.8%
Heterosexual or Straight	6,920	35.6%	32.1%	32.3%
Gay, Lesbian, Bisexual, or Transgender	364	33.2%	26.9%	39.9%
I prefer not to say	1,237	25.5%	29.5%	45.0%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
Environmental Protection Agency	9,145	54.1%	26.2%	19.7%
Heterosexual or Straight	6,909	57.4%	24.6%	18.0%
Gay, Lesbian, Bisexual, or Transgender	365	51.9%	24.9%	23.2%
I prefer not to say	1,241	41.1%	32.1%	26.8%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
Environmental Protection Agency	9,163	70.2%	16.5%	13.3%
Heterosexual or Straight	6,928	72.9%	15.4%	11.7%
Gay, Lesbian, Bisexual, or Transgender	365	66.1%	16.1%	17.9%
I prefer not to say	1,242	60.2%	20.3%	19.5%

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
Environmental Protection Agency	9,163	69.3%	15.1%	15.6%
Heterosexual or Straight	6,923	71.6%	13.7%	14.6%
Gay, Lesbian, Bisexual, or Transgender	365	60.8%	18.1%	21.1%
I prefer not to say	1,242	61.0%	18.9%	20.1%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
Environmental Protection Agency	9,165	59.8%	21.0%	19.3%
Heterosexual or Straight	6,927	63.2%	19.6%	17.2%
Gay, Lesbian, Bisexual, or Transgender	367	57.2%	18.9%	23.9%
I prefer not to say	1,244	47.8%	25.1%	27.1%

Environmental Protection Agency

Sexual Orientation and Gender Identity Comparison Report

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
Environmental Protection Agency	9,140	90.3%	2.7%	3.5%	3.4%
Heterosexual or Straight	6,910	90.9%	2.8%	3.4%	3.0%
Gay, Lesbian, Bisexual, or Transgender	367	89.9%	2.3%	2.7%	5.2%
I prefer not to say	1,239	88.8%	2.7%	3.8%	4.6%

73. Please select the response below that BEST describes your current teleworking situation.

	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
Environmental Protection Agency	9,170	3.4%	47.3%	12.2%	19.7%
Heterosexual or Straight	6,937	3.5%	47.5%	12.2%	19.7%
Gay, Lesbian, Bisexual, or Transgender	367	4.1%	41.6%	12.8%	24.9%
I prefer not to say	1,246	4.0%	48.2%	12.3%	18.6%

(continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
Environmental Protection Agency	9,170	2.0%	1.0%	2.6%	11.7%
Heterosexual or Straight	6,937	2.0%	0.8%	2.7%	11.6%
Gay, Lesbian, Bisexual, or Transgender	367	1.4%	2.1%	2.0%	11.2%
I prefer not to say	1,246	2.3%	1.5%	1.9%	11.3%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
Environmental Protection Agency	9,121	66.0%	31.6%	2.4%
Heterosexual or Straight	6,900	66.3%	31.7%	2.0%
Gay, Lesbian, Bisexual, or Transgender	361	71.9%	26.6%	1.4%
I prefer not to say	1,238	62.6%	33.9%	3.5%

Environmental Protection Agency

Sexual Orientation and Gender Identity Comparison Report

Work/Life (continued)

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
Environmental Protection Agency	9,119	37.8%	58.8%	3.4%
Heterosexual or Straight	6,899	38.5%	58.2%	3.3%
Gay, Lesbian, Bisexual, or Transgender	364	36.8%	60.5%	2.8%
I prefer not to say	1,238	34.5%	61.3%	4.2%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
Environmental Protection Agency	9,073	12.5%	85.4%	2.1%
Heterosexual or Straight	6,861	12.6%	85.5%	1.9%
Gay, Lesbian, Bisexual, or Transgender	365	12.1%	85.6%	2.3%
I prefer not to say	1,233	14.1%	83.5%	2.4%

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
Environmental Protection Agency	9,101	3.0%	85.5%	11.4%
Heterosexual or Straight	6,886	3.1%	86.0%	10.9%
Gay, Lesbian, Bisexual, or Transgender	363	1.9%	90.5%	7.6%
I prefer not to say	1,235	3.2%	82.1%	14.7%

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
Environmental Protection Agency	9,100	2.4%	85.6%	12.0%
Heterosexual or Straight	6,881	2.4%	86.4%	11.2%
Gay, Lesbian, Bisexual, or Transgender	365	2.7%	86.5%	10.8%
I prefer not to say	1,235	2.7%	81.7%	15.7%

Environmental Protection Agency

Sexual Orientation and Gender Identity Comparison Report

Work/Life (continued)

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
Environmental Protection Agency	7,546	88.1%	7.3%	4.7%	55
Heterosexual or Straight	5,720	89.5%	6.5%	4.1%	39
Gay, Lesbian, Bisexual, or Transgender	305	85.7%	5.2%	9.1%	1
I prefer not to say	1,026	83.7%	10.4%	5.8%	9

**The results for this item only include employees who indicated that they participated in this program.*

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
Environmental Protection Agency	5,984	94.0%	4.0%	2.0%	76
Heterosexual or Straight	4,545	94.8%	3.4%	1.7%	54
Gay, Lesbian, Bisexual, or Transgender	257	95.4%	3.0%	1.6%	6
I prefer not to say	772	90.5%	6.1%	3.4%	10

**The results for this item only include employees who indicated that they participated in this program.*

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
Environmental Protection Agency	3,380	86.1%	11.1%	2.8%	113
Heterosexual or Straight	2,602	86.8%	10.6%	2.5%	83
Gay, Lesbian, Bisexual, or Transgender	135	87.0%	8.7%	4.3%	2
I prefer not to say	419	83.3%	13.5%	3.2%	17

**The results for this item only include employees who indicated that they participated in this program.*

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
Environmental Protection Agency	1,111	81.9%	13.3%	4.8%	135
Heterosexual or Straight	843	83.6%	11.8%	4.5%	103
Gay, Lesbian, Bisexual, or Transgender	46	91.6%	1.8%	6.6%	1
I prefer not to say	168	72.3%	23.1%	4.6%	21

**The results for this item only include employees who indicated that they participated in this program.*

Environmental Protection Agency

Sexual Orientation and Gender Identity Comparison Report

Work/Life (continued)

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
Environmental Protection Agency	259	74.6%	20.9%	4.5%	113
Heterosexual or Straight	207	73.4%	21.5%	5.1%	81
Gay, Lesbian, Bisexual, or Transgender	<10	--	--	--	--
I prefer not to say	31	74.7%	22.1%	3.2%	20

**The results for this item only include employees who indicated that they participated in this program.*

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
Environmental Protection Agency	209	71.1%	26.1%	2.8%	96
Heterosexual or Straight	161	70.3%	27.9%	1.7%	70
Gay, Lesbian, Bisexual, or Transgender	<10	--	--	--	--
I prefer not to say	28	75.9%	13.3%	10.8%	18

**The results for this item only include employees who indicated that they participated in this program.*